

THE RELENTLESS
AND DIALECTICAL
CYCLE OF BUILDING



● DELTAS BUILD

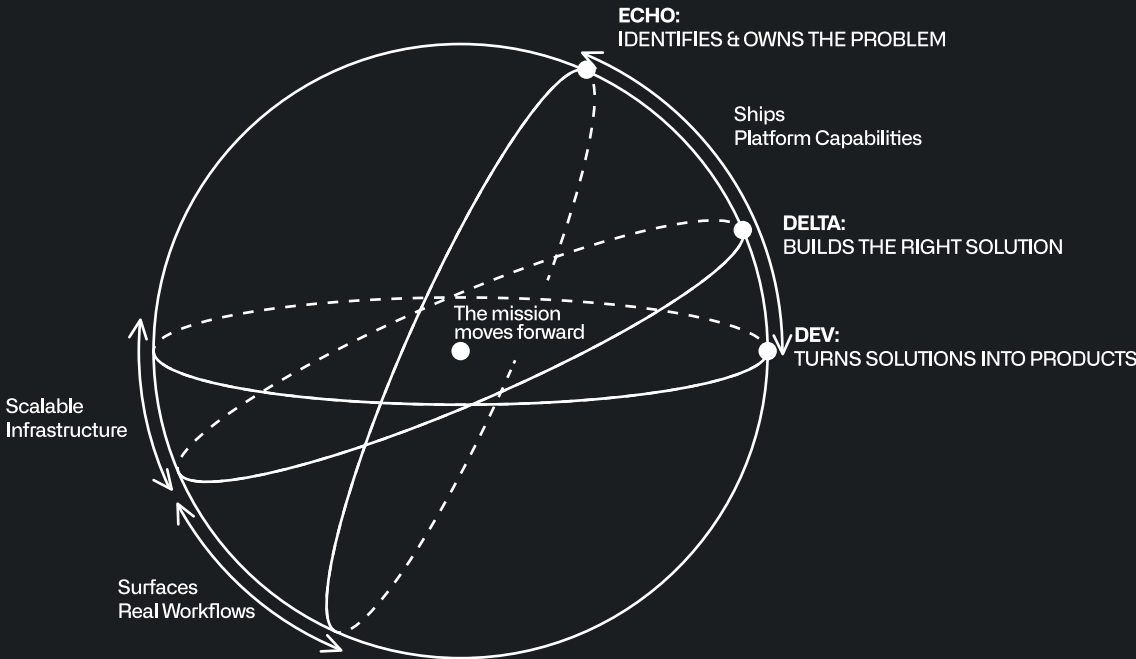
Your job is to ensure the solutions we build truly work. In a world of demo-ware and big promises, a Delta delivers real outcomes. Deltas ensure we build the right solution for the partner mission, deliver scalable data infrastructure, and design AI systems that work in practice—not just theory—while expanding Palantir’s platform to tackle new problems.

● ECHOS WIN

Your mission is to own the actions needed to help partners win; including identifying the real problem limiting the mission, breaking it into workflows, aligning everyone from CIO to nurse, solving from the user’s workflow, and building the technical solution that moves Western institutions forward.

● DEVS CREATE

As our main product architects, you turn solutions into real, cohesive products. Working with Echos and Deltas, Devs build the platforms powering Palantir and major institutions. Devs are involved in the product lifecycle from idea, design, and prototyping to delivery.



PALANTIR COMMERCIAL CAREERS

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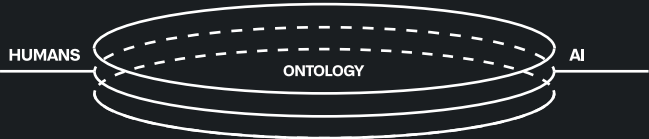
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OUR COMPOUNDING REACTOR
THE PALANTIR ONTOLOGY



The single most important element of the artificial intelligence revolution is the Palantir Ontology. It is the anchor through which AI can effectively, measurably, and consistently improve businesses. It is not an ephemeral artifact.

It is the foundation from which knowledge compounds over time. Without it, artificial intelligence remains noisy, incongruous hype - slop that can only mimic reality. The Ontology is anchored firmly in reality, serving as the epicenter for all substantial technological change.



PRIVACY & CIVIL LIBERTIES
ENGINEERING



Palantir’s founding thesis rejected the false tradeoff between privacy and security. As technologists, we felt it was essential that institutions preserve the fundamental principles of privacy and civil liberties while harnessing the power of data.

Palantir’s Privacy and Civil Liberties Engineering team (PCL) is the first of its kind in the tech industry - an interdisciplinary team of engineers, lawyers, philosophers, and social scientists that works to ensure that our company remains a leader in the field for privacy practices and software development.

Over the years, we have pursued false tradeoffs wherever they occur - far beyond privacy and national security. Effective military operations should not be at odds with protecting civilians and upholding the law of war. Deploying AI with scale and speed should never compromise safety, reliability, and governance.

Palantir’s PCL team builds software and forward-deploys to make sure that our customers can pursue their hardest operational challenges without compromising on their most important values.

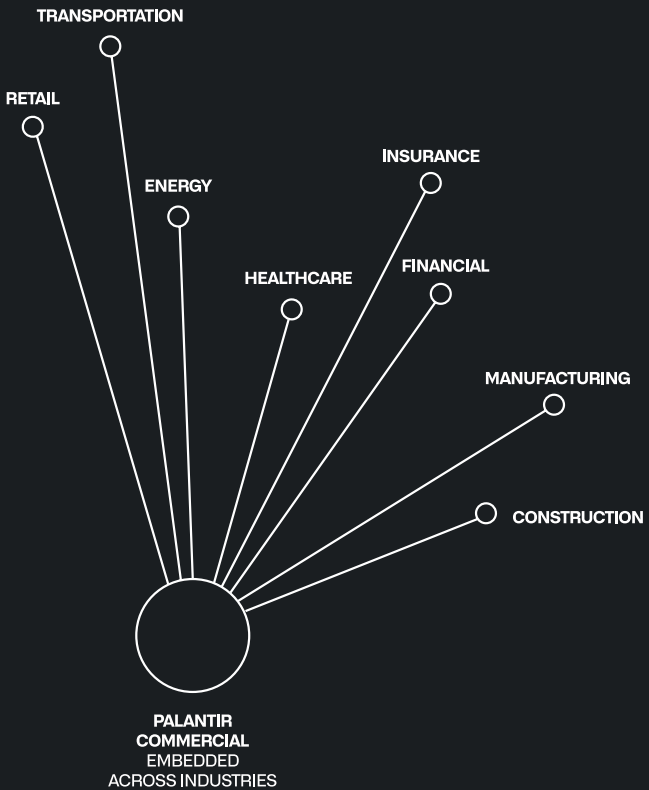
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THE COMMERCIAL ARENA



Palantir sits at the vanguard of a seismic shift in how artificial intelligence is transforming enterprises at scale, and, in turn, society at large. We reject the standard operating procedure of the Silicon Valley labs to build aimlessly for the simple sake of building.

We believe technology should be built around maximal impact: keeping patients alive, planes in the air, medicines available, and manufacturing plants running. And while some have taken to public forums to stoke fear about how technology may alter society, we choose to enter the arena and ensure it changes society for the better.



We do not operate within existing technology’s boundaries. We push past them, rewrite them, or discard them entirely because the solution is irrelevant if it doesn’t create value.

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RADICAL COMMITMENT
TO OUTCOMES



After the July 4th flood tore through Kerr County, Texas, the scale of the disaster was almost impossible to comprehend: 119 lives lost across 127 miles of river.

While search teams were still moving through debris and rising water, Palantir engineers got on planes overnight. Within 48 hours, they had built and deployed a full Foundry instance inside the Emergency Operations Center — turning scattered sensor feeds, predictive models, and search coverage data into a live operating picture for the emergency responders on the ground.

That system helped guide dive teams, eliminate blind spots, and coordinate one of the fastest recovery efforts of its kind — ultimately helping recover 117 victims.

This is the kind of engineering that doesn't stay behind a screen. It shows up when the stakes are human, the timeline is impossible, and the work must have impact immediately.



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1 PROBLEM
3 LAYERS



THE ECHO — BERKIN

Rio Tinto (Black out the name) unearths the materials that build civilization — quickly and safely. When headquarters can't see the floor, every decision arrives too late. All operational failures were compounded off this single point. And that's where the build begins.

When our IMPL first went onsite at a mining facility, the problem was immediately clear. Operators were managing inventory by hand — pen and paper, manual logs, and the information lag between what was happening on the floor and what decision-makers knew rippled all the way out to their headquarters. Digitizing the operation was the starting point — you can't re-orchestrate what you haven't encoded yet. Working backwards through their manual workflows, each pain point we solved revealed the next one. As usual, the problem was bigger than expected.



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As we dug deeper, one issue continually blocked our progress across the decision chain: WiFi dead zones on the production floor. The client was ready to purchase eSIM tablets to work around it. We saw a better path — instead of a hardware patch, we needed native offline capabilities. Band-aids don't hold. These operators needed reliable access to their stack regardless of where they were standing on that floor.

THE DELTA — KYLIE

When Berkin flagged the WiFi dead zones, our instinct wasn't to look for a workaround — it was to solve it properly. All Palantirians learn a hard truth early: the most difficult path is usually the most effective one. So, we dug into what it would take to build offline capabilities natively into Foundry. This was a fairly new capability in our commercial work — and applying it to a mining operation meant there was no real playbook to follow. There never truly is.



We partnered closely with Palantir's Embedded Ontology team — the product team building the very capability we were trying to deploy. The solution didn't come at first pass. It took days of discovery and iteration, one problem giving way to the next. We were giving direct feedback on the developer experience as we built, and at points contributing code back into the product itself. That's one of the things that makes Palantir different — you're not just a consumer of the tools. You're shaping them, essentially making a mission-specific product built for each of our partners.

The stakes change for every use case. Here, digitizing their inventory didn't just mean a more efficient operation — it meant miners going home to their families sooner. That's what the product needed to carry. And once it could, Acer, our Dev, made sure it would travel.

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“Four months. One biopharma company in Korea. A full operational transformation across lab, IT, and clinical workflows. The catch: every interaction went through an interpreter. We flew out of NYC on short notice and were in the lab first thing Monday morning.”

Panos — Echo, Healthcare

“Our core backend systems for Maven deployments were running 10x hotter than we'd ever seen on any other deployment. After investigating and challenging the design of one of our backend protocols, we were able to ship a better event driven system that made Ontology database saturation a non-issue for the foreseeable future. We cleanly shipped these changes on short timelines during a period of peak usage and high visibility, which was a feat in itself.”

Shibi — Dev, Product

“Two employees were managing steel plate orders for 10-truck build groups using spreadsheets and tribal knowledge. We went onsite and built a four-part integrated system in a two-day sprint. It now takes minutes.”

Samuel — Delta, Manufacturing

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THE DEV — ALEX

Berkin and Kylie reached out soon after our internal release of Embedded Ontology. At Palantir, products aren't released on a schedule — they're created organically, driven by what our IMPLs need to solve problems at the edge. For Kylie, that release was the capability she needed to solve the offline production floor problem. She and Berkin had already done the hard diagnostic work, finding exactly where the developer experience broke down. My job was to make sure what they built wouldn't just stay locked in on one IMPL.

I joined the team onsite to help finalize the tablet app launch. At most tech companies, a product engineer would never get that close to a deployment — at Palantir, it's just part of the job, and it changes your perspective. Watching operators use the app on the shop floor, in a working mine, in areas with no reliable WiFi — made the problem visceral in a way no requirements doc ever could.

Every moment of friction I saw an operator encounter became input for the next version and for every team that deploys this capability after this one. That's what being a Dev at Palantir means: a product made for one IMPL doesn't stay there. You make it travel.



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